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BOWLING GREEN STATE UNIVERSITY

Nov. 2, 1992

Don't be casual about AIDS; there is a lot more you can learn about it

So you think you know everything you need to know about AIDS. Or perhaps you think you are immune to it: you're not an intravenous drug user, you practice safe sex or you abstain from sex completely. Why worry?

It is estimated that one to one and a-half million Americans are carrying the AIDS virus; that's about one percent of the U.S. population. If the numbers sound big now, wait another five years, they are only going to increase.

Is it possible to be entirely safe from the disease? How cautious do you have to be and what are the chances of contracting AIDS in unexpected places, such as at work? Dr. Joshua Kaplan, director of health services, and David Heinlen, environmental health and safety, will be answering such questions during a training session on "AIDS and Bloodborne Diseases in the Workplace." The first session will be from 3-4:30 p.m. Nov. 10 in the Ohio Suite of the University Union and a repeat session will be from 9-10:30 a.m. Nov. 18 in the Alumni Room.

At the sessions there also will be discussions about safety precautions outside the workplace.

"In most of the jobs on campus, people don't have to worry about contracting AIDS, but there is some potential exposure in any workplace," Kaplan said. "But let's face it, the majority of people who come down with AIDS get

it through behavior outside of work — by sharing needles or through sexual contact — and we will be talking about that, too."

Many people are not interested in hearing about AIDS anymore. They think they've heard it all or they believe it doesn't pertain to them. But Kaplan said if the Bowling Green campus is anything like the rest of the nation, then there is a good chance one percent of the members of the University community are infected with the virus.

"In this day and age, you can't ignore the virus," he said. "The worst is yet to come. Even if we came up with a vaccine tomorrow, a million people will still die of AIDS because that's how many people are infected right now. This is truly a disaster of epidemic proportions."

Kaplan said the University has implemented a variety of AIDS precautionary procedures in the workplace all on a voluntary basis. Although there are some federal laws mandating certain precautions in the workplace, BGSU is exempt as a state institution. However, Kaplan said there has been some talk in Columbus about passing a state OSHA (Occupational Safety and Health Administration) law that, if passed, may require new guidelines to be implemented.

The University has issued its own guidelines to areas such as campus labs,

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Decisions, decisions. University student Rob Wetzler examines the wide variety of election posters on the bulletin board near McFall Center. Faculty, staff and students are reminded to cast their votes Tuesday, Nov. 3.

BG professor uses research to testify in case against Ferdinand Marcos

In a trial recently held at the U.S. District Court of Hawaii in Honolulu, Dr. Benjamin N. Muego, political science at Firelands College, provided testimony that helped link the late Philippine leader Ferdinand Marcos to the torture and beatings of political detainees.

Muego was a witness for a Philadelphia law firm representing more than 10,000 members of a class-action suit filed against Marcos' estate. He presented information



Ben Muego

regarding the organization of the Armed Forces of the Philippines (AFP) and detailed Marcos' use of the military as the principal instrument for "tactical interrogations," a euphemism for torture sessions.

"I was told that my testimony was the lynchpin of the case because if they were

not able to prove that the military was used by Marcos and that the structure of the military was altered by Marcos to allow him to do these things, then the case would not have been strong," Muego said.

Muego, a Filipino-American, has studied the Philippine military for 22 years and focused on the martial law period. He also is the author of *Spectator Society*, published by Ohio University Press in 1988, which chronicles this time period.

In 1986-87, while a Visiting Fulbright Professor of Political Science at the University of the Philippines-Visayas, Muego traveled throughout the country and gathered information by interviewing more than 100 commissioned, non-commissioned and enlisted AFP service personnel.

"In all fairness to the victims of the atrocities of those years, while I was not in any position to testify about specific cases of torture, I thought I was in a position to testify about the nature of the military organization and how it was used to suppress the opposition," Muego said.

Muego testified that under Marcos' rule, the size of the AFP's combined military services increased dramatically; before Marcos declared martial law in 1972, the services totaled about 60,000 men. By the time Marcos was overthrown in February 1986, the total military manpower had reached approximately 250,000 officers and enlisted men.

"The rapid expansion of the Philippine military was partly geared to suppress opposition to the regime," Muego said before the jury. "(Marcos created) a military administration to cope with the tens of thousands of persons arrested and imprisoned for political offenses in the first few years of martial law."

From information gleaned from Muego's numerous interviews with Philippine military personnel, Muego discovered that Marcos received daily intelligence reports about military operations involving well-known political offenders. In some cases, Marcos personally interrogated high-profile detainees in the executive office of Malacanang Palace in Manila and was

briefed regarding the outcome of particular sessions.

During visits to Manila, Robert Swift, lead counsel representing the class-action suit members, unearthed reams of documents that designated individuals for arrest and detention. "I knew that these interrogations were going on," said Muego, "because I was told this by very reliable sources. As far as the documents, they are the smoking gun. They bear his signature."

A verdict announced Sept. 25 ruled that Marcos directly or indirectly caused the torture that led to injury or death of members of the suit, and that he failed to take the necessary steps to prevent injury or death. A subsequent trial will determine the amount of damages that plaintiffs are due.

Muego said that Marcos' estate has been valued at \$2-4 billion. The Philippine government claims that the figure could be as high as \$6 billion, much of it in hard-to-trace accounts. If and when a

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COMMENTARY

Dear BGSU faculty, administrative staff, classified staff and students:

On Thursday, Nov. 5, at 4:30 p.m., you will have an opportunity to show your support for higher education at a meeting to be held at the Driscoll Center Auditorium on the University of Toledo campus. At this time a regional meeting to address the Governor's Task Force on Managing for the Future will be held. Along with BGSU, the University of Toledo, Medical College of Ohio, Northwest Technical College, Owens Technical College and Terra Technical College representatives will have an opportunity to respond to the task force report.

While there are many positive aspects to the task force's report on Managing for the Future, the statement contains a series of recommendations which pose serious threats to higher education in Ohio, including a recommendation to centralize control of Ohio education institutions with less focus on local needs and concerns. The task force also recommends that Ohio State University and the University of Cincinnati be recognized as the state's two comprehensive research centers, which poses a threat to BGSU's and others' programs.

The regional hearings provide an excellent forum for the faculty, staff and students at Bowling Green to let the governor, members of his task force, the Ohio Board of Regents and the general public know that, while we may have problems in funding higher education in Ohio, this proposed centralization of control is not the solution.

We urge staff and faculty to attend and to encourage their students to attend this open meeting at 4:30 p.m. Nov. 5 at the Driscoll Center Auditorium on the University of Toledo campus.

Ann Bowers, chair
Administrative Staff Council

Allen S. White, chair
Faculty Senate

Jason Jackson, president
Undergraduate Student Government
and BGSU trustee

Chris Stock, chair
Classified Staff Council

Ronald Stoner, chair
BGSU Faculty Association

Tony Fluellen, president
Graduate Student Senate
and BGSU trustee

Gerald Saddlemire Lecture planned for Nov. 5

Continuous improvement in higher education will be the subject of the third annual Gerald Saddlemire Lecture on Thursday (Nov. 5).

The 1992 Saddlemire Lecture will be given by Dr. Ellen Earle Chaffee, the vice chancellor for academic affairs for the North Dakota University System. She will speak at 3 p.m. in the Ohio Suite of the University Union.

The lecture is free and open to the public.

The annual lecture series was created in honor of longtime Bowling Green faculty member and administrator Dr. Gerald Saddlemire. Nationally known in his field, he chaired the University's Department of College Student Personnel. While at Bowling Green he also

served as interim dean of the College of Education and Allied Professions and was interim director of the higher education doctoral program.

Chaffee has served as the director of the organizational studies research unit at the National Center for Higher Education Management Systems. She is a former national president of the Association for the Study of Higher Education and the Association for Institutional Research. She is also a member of the American Council on Pharmaceutical Education, the national accrediting body in that field.

She holds a doctoral degree in higher education and policy analysis from Stanford University. — Kim Fenicle

Great-grandson of composer Wagner to speak

A descendant of the great composers Richard Wagner and Franz Liszt will give two public lectures at the College of Musical Arts.

Dr. Gottfried Wagner, the great-grandson of composer Richard Wagner and Franz Liszt's daughter Cosima, will lecture Nov. 9 and Nov. 10. He will speak at 7 p.m. each day in Bryan Recital Hall of the Moore Musical Arts Center.

On Monday (Nov. 9) evening, Wagner will talk about his famous ancestors in a lecture entitled "Franz Liszt and Richard Wagner: A Cultural Legacy." The second evening's lecture will focus on "The Wagner Case in Israel and Germany." Both lectures are free.

A prominent scholar as well as award-winning screenwriter and director, Wagner has gained notoriety for being outspoken about his great-grandfather's music and Hitler's Germany. Wagner acknowledges that Richard Wagner

contributed to the development of anti-Semitism in Germany but he does not agree with those who say that his great-grandfather must assume partial responsibility for the Holocaust.

Only a few days after the fall of the Berlin Wall, Wagner went to Tel Aviv where, with Israeli colleagues, he unofficially became the first to present Richard Wagner's music to the post-Holocaust Israeli public.

In 1986 he was awarded the Franz Liszt plaque of the Hungarian Ministry for Culture for his research on Liszt and he won first prize at the 1988 Biarritz Film Festival for his video on Richard Wagner's "Ring."

Wagner's two lectures at Bowling Green are being made possible with support from the College of Musical Arts, the Department of German, Russian and East Asian Languages, the Department of Political Science and the Department of History.

New book takes broad look at how to manage agencies for the aging

Dr. Ed Morgan, director of the gerontology program, and Dr. John Hiltner, professor emeritus of gerontology, have been teaching the course "Administration and Aging" since 1975. During that time they have used seven different textbooks because they could never find material that quite applied to the subject.

"All of the texts I used were awful," Hiltner said. "It got to be frustrating."

"None of the books talked about long-term care administration, an area many of our students are going into," Morgan said.

As they struggled with the texts, they kept telling each other they could do better. Finally they did.

Their efforts have resulted in the newly published book *Managing Aging and Human Service Agencies*. It was published by the Springer Publishing Company which is well known in the human services and gerontology fields. Morgan said the company had been looking for a text like theirs that could be used in social work classes. "We were expecting that we would have to work hard to sell the idea to them but they accepted it immediately. We wrote it at just the right time," he said.

The book's forward was written by Dr. Jerome Kaplan, a geriatric Fellow in the College of Medicine at Ohio State University and honorary editor-in-chief of *The Gerontologist*. As an aging and human service administrator, planner and educator for more than 40 years, he said the timing of the book couldn't be better. "Aging enterprises have grown significantly during the past two decades, probably more than any other service field," he wrote. He commends the authors for recognizing the need for better managerial approaches and for emphasizing communication skills.

Morgan and Hiltner agree that the number of aging enterprises has increased drastically in the U.S., and they said federal spending on the elderly has nearly doubled since 1960. In 1991, \$370 billion or 30 percent of the federal budget was of direct benefit to older Americans.

"Our society is growing older and the number of Americans who have passed the century mark in age will triple during the next decade," the authors write in their book. "...When this baby boom cohort retires, between 2015 and 2030, it

will have to rely on a relatively smaller baby bust cohort for economic support in retirement. This large baby boom cohort, who will be in their 50s and 60s after 2005, will cause a rapidly expanding need for services and for professionals to care for this nation's aging population."

To address the various topics necessary for their text, the writers divided the chapters and used their past experiences to guide them. Morgan had taken a sabbatical three years ago and worked at the Otterbein Portage Valley Nursing Home in Pemberville. He developed two chapters dealing with long-term care based on what he learned there. Hiltner had taken a leave of absence in 1984 when he did an internship at Riverview Nursing Home in Oak Harbor which he followed up by getting his nursing home administrator's license. He became more aware of some of the problems posed to management through his experience and was able to address them in the book.

"We wanted to discuss management and communication skills because they are important," Hiltner said. "In the social work program, administration usually isn't addressed until you get to your graduate work. But we feel our undergraduates need to know something about this area and previous texts we used didn't apply."

The chapter on communication is not geared so much on how to talk to people but on why it is important. In order to become better administrators, students need to learn why it is necessary to communicate with superiors, nurses and patients. According to the two authors, most of an administrator's time is spent communicating and they need to be skillful communicators in order to be successful managers.

The text also covers the topics of planning, organizing, staffing, directing, coordinating, reporting, budgeting and evaluation. "Basically this is a good guidebook for people running a small agency with a small staff," Hiltner said. "We tried to touch on a number of areas in this field so students would know how to approach a problem."

Morgan is using the book in one of his classes this semester and said student feedback has been good. "They've said it's very comprehensive and that is what we were trying to achieve," he said.



Ed Morgan



John Hiltner

Philosopher to deliver center's inaugural lecture

Dr. Charles Griswold, professor of philosophy and chair of the philosophy department at Boston University, will present the inaugural lecture in the Social Philosophy and Policy Center's series, The Stranahan Lecture in Philosophy, at 2 p.m. Friday (Nov. 6) in 301 Shatzel Hall.

Griswold's lecture is entitled "Religion, Community and Moral Psychology: Adam Smith on the Virtues of Liberalism." The lecture is free and open to the public.

Griswold is the author of *Self-Knowl-*

edge in Plato's 'Phaedrus', a book that was awarded the Franklin J. Matchette Prize by the American Philosophical Association. He also is editor of *Platonic Writings, Platonic Readings* and has published widely on the history of philosophy and on political thought. In addition, he has written on the American Enlightenment, Thomas Jefferson and the problem of slavery.

For further information, contact Kory Swanson, executive manager, at 372-2536.

Managing for the Future Task Force

A special four-page insert takes a closer look at the report that seeks to change the structure and direction of higher education in the state of Ohio. Inside is President Olscamp's response to the report.

Task force report raises questions about the future of education in Ohio

When the Managing for the Future Task Force released its report and recommendations this summer it sparked a round of discussion that has scholars debating just what the future should be for Ohio's higher education.

What is this task force and what is it trying to do? For what was once a rather obscure statewide committee, it suddenly is being talked about on all of Ohio's campuses. Its recommendations, if implemented, could have far-reaching effects on many university programs.

The Managing for the Future Task Force was appointed by the Ohio Board of Regents in June 1991 in response to a request from Governor George Voinovich. Voinovich wanted a group of prominent Ohioans, from within and outside the higher education community, to look for ways Ohio's state colleges and universities could deliver more services more effectively and more efficiently.

Using reports supplied by every state college and university, the task force studied the institutions for more than a year before preparing its final recommendations. The regents met in a special session July 24 to receive the task force's final report.

And after a year of examining the topic, what did the task force conclude? Basically it is calling for a redesign of Ohio's public higher education system. The task force sees this restructuring as essential to the ability of Ohio's state colleges and universities — institutions which it says have for the most part demonstrated exemplary management of available resources in the past — to respond to ongoing, unprecedented fiscal challenges. At the same time, the redesign will prepare these institutions to meet the higher education needs of Ohio and its people in the 21st century, according to the task force's final report.

But in order to achieve this redesign, the report calls for restructuring research endeavors, consolidating campuses, eliminating duplicative courses, altering tenure to remove ineffective professors, among other recommendations.

In response to the report, President Olscamp and Dr. Eloise Clark, vice president for academic affairs, have remarked that while they are in agreement with some parts of the task force's recommendations, they have serious concerns about other suggestions. At its Oct. 9 meeting, the Board of Trustees issued a strong statement relating to the task force's goals. The trustees also indicated support of some of the recommendations but called two of the proposals "not in the best interests of higher education."

They specifically disagreed with a proposal to create a more centralized system of higher education and another that would designate Ohio State University and the University of Cincinnati as the state's only comprehensive research centers.

But the 19-member task force is

Key task force recommendations

Some of the major, and more controversial, recommendations listed in the Managing for the Future Task Force report include the following:

Recommendations requiring approval by the Ohio General Assembly:

- Convert technical colleges and university branch campuses to a single community college district, supported by a property tax of \$1 per each \$1,000 of property value.
- Eliminate technical college and university branch campus duplication in Canton, Lima, Mansfield, Marion, Newark, St. Clairsville and Zanesville.
- Assign primary responsibility for remedial education to community colleges.
- Expand and strengthen the Ohio Board of Regents' authority over an institution's creation of undergraduate and graduate degree programs, as well as give the regents authority over all adult post-secondary education programs in the state.
- Outline more specialized criteria for the appointment of college and university trustees by the governor.
- Focus research funding to centers of excellence both at the state's comprehensive research universities, Ohio State University and the University of Cincinnati, and to selected programs at other universities.

Recommendations requiring action by the Ohio Board of Regents:

- Require collaborative efforts among institutions for graduate and professional degree programs, particularly medical schools.
- Strengthen college-preparatory requirements for high school students and require completion of college prep courses by high school seniors by the year 2000 as a condition of college admission.
- Annually report on graduation and dropout rates at each higher education institution.
- Develop a method to regularly review the classroom work and success of faculty members and base their continued employment on how they compare with performance standards.
- Annually require institutions to report on teaching quality, student achievement and faculty performance.

convinced these changes would be changes for the better.

"After a year of careful consideration, we stand firm in our belief that higher education is directly connected to this state's ability to keep pace with a swiftly changing world," said N. Victor Goodman, chair of the task force and a Columbus attorney. "It is Ohio's strategy for surviving and thriving in not only tomorrow's world, but in the world we face every day."

He said the task force believes that Ohio's public colleges and universities have been managed efficiently and long-term cost-saving efforts are being practiced. However, he said no matter what strategies are adopted by individual institutions, Ohio's state colleges and universities cannot continue to support all current higher education programs and services with reduced resources. "The task force thus found its greatest challenge to be the question of how to provide future generations of Ohioans access to quality education programs in the most efficient way," Goodman said.

Task force member Charles E. Hathaway, who is the provost at Wright State University, said persons who have a real concern with Ohio's higher education future have to stop thinking in terms of individual institutions, and instead must think of the state as a whole. "We all came to this room with 'turf' identities... But we very rapidly came

to the understanding that yes, we had turf — one turf: the state of Ohio," he said. "And we had one responsibility to the citizens of Ohio."

"No system which consists of components can be optimized if each component attempts to maximize itself. No state can be as great as it needs to be if each region or each city-state seeks only to maximize what it is. Please try to understand the totality of the report, and help the citizens understand so that Ohio may be all that it can be as we approach the year 2000."

In its executive summary of its report, the task force listed the following conclusions regarding the connections of higher education to Ohio's future:

— Higher education is the centerpiece of the knowledge society and the demand for higher education is increasing as the connection between education and economic development becomes more urgent;

— Communities and individuals are placing increasing demands on colleges and universities to step up outreach efforts to underserved populations; solve problems through research and innovation; provide lifelong career and personal development opportunities; secure scholarship funds for those most in need; and demonstrate the results of the teaching/learning process.

— Even as society places increased demands on colleges and universities,

providing resources to higher education has become a lower priority on federal and state agendas; funds are decreasing; costs to students are rising; and quality is being threatened.

— Ohio is not positioned well for today's knowledge-based economy because relatively few adults have gone to college compared to states with a higher per capita income; the state has historically invested less than other states in higher education and research; and lower investments in higher education slow economic growth.

— Ohio is in a downward spiral in which limited educational opportunities lead to lower income which leads to fewer tax dollars which limit educational opportunities even further.

— College is a necessity, not a luxury; it is essential for stimulating research and development key to the economic vitality of Ohio. Yet as a result of low federal and state investments in higher education students are being squeezed out of college because their families cannot afford the added costs.

These conclusions were the basis for the task force's decision that in order to build a long-term strategy for a robust higher education system, revisions were needed in education's structure and the delivery of its services. "While there may be short-term costs associated with our recommendations, the long-term benefits will accrue from higher quality, productivity, efficiency and effectiveness in meeting the educational needs of Ohioans," the members said in their report.

They recommended the following actions:

I. Link state colleges and universities more effectively to form a higher education system.

— Develop a new strategic plan that sets the mission, goals, objectives and

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Hearing scheduled for Nov. 5 at UT

Faculty and staff are being encouraged to attend the public hearing on the Managing for the Future Task Force that will be held Thursday (Nov. 5) on the University of Toledo campus. It begins at 4:30 p.m. in the Driscoll Center.

Dr. Philip Mason, vice president for University relations, is coordinating a group of University representatives to speak at the hearing, including members of Faculty Senate, Administrative Staff Council and Classified Staff Council. Anyone who is interested in voicing a concern is encouraged to attend.

President Olscamp addresses report in letter to OBOR chancellor

(The following is the complete text of a letter President Olscamp has sent to Dr. Elaine Hairston, chancellor of the Ohio Board of Regents, to voice his concerns about certain sections and recommendations of the Managing for the Future Task Force report.)

October 22, 1992

TO: Dr. Elaine Hairston
Chancellor
Ohio Board of Regents

FROM: Paul J. Olscamp
President

RE: Bowling Green State
University's Response to the
Managing for the Future Task
Force Report

The Task Force Report does a very good job of analyzing and presenting the historical, budgetary and political forces which have shaped and influenced Ohio higher education in the past and which continue to do so in the present. The report is a clear warning to all citizens of Ohio that our widely acknowledged and respected system of higher education is seriously threatened by a variety of negative financial and social forces. Despite its documented academic achievements, efficiency, and high quality management, higher education in Ohio is in peril because (a) the need for access continues to grow, (b) the availability of state funds is increasingly restricted and (c) there is a dangerously expanded decline of public confidence these days in the process of higher education throughout Ohio and, indeed, the entire nation.

We believe that the central conclusion of the Task Force is valid and inescapable. That is, we must manage Ohio higher education even more efficiently and economically in the future in order to successfully meet the challenge of maintaining both quality and currency in our programs, while dealing with the twin forces of (1) increasing demand/need for access and (2) the apparent inability and/or unwillingness of the state to provide funding sufficient even to maintain the quality and current level of availability of public higher education in Ohio.

While there are many specific items among the recommendations issued by the Task Force with which we heartily agree — and we will note these as we go along — there are also several very serious problems with the report as it now stands. Some of the recommendations and the assumptions which underlie them appear to us to weaken Ohio higher education rather than provide a formula to rescue and strengthen it.

I. Ambiguity in the Recommendations

One concern with the Report's text is the ambiguity of many of the recommendations themselves. It is difficult to respond to certain key aspects of the Report because of this ambiguity. For example, it is simply not clear what the Task Force has in mind in calling for the state to "link state colleges and universities more effectively to form a higher education system" (Recommendation I and Recommendation II, Priority 2).

What exactly is meant by the word "system"? The same kind of ambiguity crops up again in Recommendation II, Priority 2, #12: "Recognize . . . that the Ohio State University and the University of Cincinnati are the state's comprehensive research institutions . . ." What does "recognize" mean in this context? What does it imply, if anything, as to changes in existing policy, practice and expectation? If it does not imply any changes, why was it included? The Report does not provide answers to these questions.

II. Classification of the Task Force Recommendations

The Task Force recommendations break down into six different types.

(1) First of all, there are those recommendations with which institutions of higher education would almost necessarily agree. There will be no surprises, therefore, in our giving our endorsement to most of those recommendations which argue for the identification of additional resources, those which call for adjustments designed for the economic and social good of Ohio and, finally, those which call for "studies" of various processes, assumptions, etc.

Major examples can be found throughout Recommendation II, #2, "Redesign the higher education structure to address six state-wide priorities."

(a) Priority 1: #1-3, including a call for "increased participation and achievement of economically disadvantaged and minority students..."

(b) Priority 2: #5-7, including a call for funding to restore quality enrichment programs like Selective Excellence, and a call for coordinated planning efforts, as appropriate, with the State Board of Education.

(c) Priority 2: #10 and 11, reaffirming the importance of research and scholarship in Ohio's universities.

(d) Priority 2: #14-17, including calls for collaborative efforts with the Ohio Science and Technology Council and the Department of Development.

(e) Priority 3: #5-10, calling for measures to simplify bureaucracy and increase efficiency in such matters as reporting grants, reporting basic educational data, university facility design, etc.

(f) Priority 5: #1-4, calling for trustee training and better communication of Ohio's educational excellence to its citizens.

(g) Priority 6: #1-7, calling for the assignment of adequate funding for higher education's priorities and calling for analysis/study of many current OBOR funding mechanisms and policies.

(2) A second kind of recommendation in the Report includes those which focus on special areas of Ohio's higher education which do not involve BGSU directly, i.e., items regarding the medical schools (Recommendation I, #6) and items regarding the community colleges, technical colleges and branch campuses (Recommendation II, Priority 1, #4-7 and

9).

Firelands College is an integral part of Bowling Green State University which functions as one of the seven undergraduate colleges of the University. The Dean of Firelands sits on the Council of Deans, and reports to the Vice President for Academic Affairs, as do the other college deans. Firelands faculty are represented on the Faculty Senate and, in fact, the 1992-93 chair-elect of Faculty Senate is a Firelands faculty member.

Students move freely between the campuses. Firelands graduates automatically receive full credit to the Main Campus.

The Board of Trustees is the governing body for both campuses, and Firelands faculty are governed by the same Academic Governance Documents as are Main Campus faculty. Their tenure and promotion reviews follow the same approval process as on the Main Campus.

Firelands College is included in the North Central Accreditation review process as an integral part of the University.

For these reasons, we assume that the recommendations concerning community colleges, branch campuses, etc. do not apply to Firelands.

(3) The third kind of recommendation in the Report is the kind of item which calls for changes in Ohio higher education which may be challenging or difficult for us in some way, but which we support nevertheless — because we see these recommendations as reasonable, desirable and designed for the overall improvement of higher education in the State.

(a) For example, Recommendation II, Priority 2, #8 suggests that primary responsibility for developmental and remedial education should be assigned to the community colleges. The adoption and implementation of this recommendation would definitely cause some disruption, and perhaps some pain, to current programs on our campus. Still, the move seems to us to be one which could benefit higher education in the long run. Substantial improvement of public high school standards is essential as a first step. Furthermore, the implications of this are likely to have an even greater impact on those institutions that are not controlled by enrollment ceilings, and if not done gradually, could seriously reduce minority student enrollments at our universities. Thus a very careful analysis should be undertaken prior to any implementation.

(b) The recommendations which focus on accountability are also, generally, in the long-range best interests of Ohio universities. Examples are Recommendation II, Priority 2, #4 (identifying uniform criteria from the North Central Association, etc.) and II, Priority 2, #8 (reaffirming importance of undergraduate education and reporting on outcomes). However, we have an important note of warning on this topic.

Instead of a serious effort, including legislation, designed to reduce reporting

and other mandated paperwork which require staff and a lot of money, we find recommendations which demand more complex recordkeeping and reporting, such as "measurement" of "efficiency and effectiveness," faculty "productivity" and workloads, and retention and completion of degrees by students, among other things. A great deal of information like this is already available in many forms to anyone who wants it from any of our campuses, and it has been used by the individual universities, and by the Board of Regents among others, for many purposes, such as establishing funding levels, square-footage utilization rates, credit-hour production, number of full-time faculty positions, satisfaction of Affirmative Action and NCAA guidelines, establishing eligibility for financial aid and so forth. Why should the necessity to report it in yet one more set of forms be expected to improve anything at all?

(c) Innovation through use of technology and more effective deployment of teaching personnel are also desirable goals (II, Priority 2, #9).

(d) We also support streamlining structures, regional collaboration, sharing best practices, etc. (II, Priority 3, #1 and 2).

(e) One item within this general category requires special commentary, i.e., II, Priority 3, #4, dealing with faculty tenure and performance evaluations.

The comment we made earlier about ambiguity of language and intent in the Task Force report is particularly true with this item and its three subsets. We assume that the Task Force does not in any way mean to recommend that the theory and practice of tenure in higher education should be undermined. To do so, frankly, would destroy higher education in Ohio because few qualified faculty job candidates would accept positions in our universities.

However, if the intent of the recommendation is more practical and modest, there are a number of things which might reasonably be done. The principle of academic freedom as the defining quality of tenure can be increasingly stressed, and universities can certainly use periodic, substantive evaluations of tenured faculty. In fact, they are done now.

(4) A fourth category of recommendations — a very small one — includes those items upon which we have no opinion at this time. The most notable example is II, Priority 3, #11 which calls for the use of local auditing or legal service rather than the State Auditor's Office or the Office of the State Attorney General. We simply do not know at the moment whether there would be significant economies and efficiencies in such a move or not.

(5) Finally, there is a small group of recommendations which we believe to be potentially threatening to the integrity and well being of higher education in Ohio (depending, of course, on the question of ambiguity of intent as described earlier).

Continued on next page

There are two essential matters, at issue here, both of which we mentioned at the outset of this commentary: (a) the centralization of authority in a state bureaucracy run by the Ohio Board of Regents and (b) the concentration of research programs in only two of Ohio's universities. We will address each in turn.

III. A Centralized "System" of Higher Education

In addressing this issue, we are covering all sections of Recommendation I; Recommendation II, Priority 2, #1 and 2, and all sections of Recommendation III.

It is very easy to state our basic concern, and we do so forcefully and with a genuine sense of urgency. A centralized system of higher education would be very likely to create — if not immediately, at some point in the future — a costly, bloated, inefficient bureaucracy in Columbus. Even more important, it would undermine the recognized and acknowledged efficiency and excellence of Ohio's present decentralized network of higher education. Testimony to the efficacy of Ohio's traditional organization of effort comes from many sources. Two important recent ones are the Managing for the Future Task Force Report itself and a forthcoming book from AASCU by Edgar Schick, James Norton, R. Novak and H. Elam which analyzes several basic models for statewide systems of public higher education in the United States.

The Task Force Report repeatedly praises Ohio's pattern of public higher education. Its "Conclusion" reports, in part: "Presidents and trustees have served Ohio well in managing to provide open access to students . . . ; improve the level of quality in programs, and serve the economic and social development needs of the state and its regions. They have been able to do this at a cost below the national average, and with historically low levels of funding from the state." This is not empty rhetoric; the data assembled by the Task Force support these conclusions emphatically.

The forthcoming book mentioned above (*Shared Visions of Statewide Higher Education Governance Structure: Leadership Styles and Organizations that Work*, Edgar Schick, et al.) contains a great deal of information and analysis which is relevant to the present case — beginning with the fact that it uses Ohio as the key model for a decentralized system of higher education governance.

Schick et al. directly cite many of the positive features of decentralized state higher education governance. Examples include the following. (1) It helps avoid the tendency to standardize all state institutions, thus avoiding suppression of creative difference and innovation. (2) It helps avoid the development of clumsy, costly state bureaucracy. (3) It fosters a sense of creative institutional identity. (4) It facilitates the recognition of critical differences among state schools re such things as urban/regional missions, commuter/residential emphases, etc. (5) It encourages the timely and efficient solution of problems. (6) It helps maintain institutional autonomy. (7) It helps maintain a "level playing field" vis a vis such things as institutional access to the legislators and state government

officials. (8) It reduces the possibilities for direct political intrusions from the legislature and/or state government officials.

Along these same lines, we would also like to cite a 1991 study by the Office of the State Comptroller of New York entitled "Study on Costs of Higher Education." This study — which depends on 1988 data — concludes that Ohio is one of the most efficient states in the nation in providing education (34% below average) and that institutional support costs in Ohio are most efficient (53% below average).

Some have argued, notably Victor Goodman, the Chair of the Managing for the Future Task Force, that a major reason for giving the Ohio Board of Regents the authority to terminate programs is that so many of them, particularly at the graduate level, were "grandfathered" when the Ohio Board of Regents was created in 1963. But Bowling Green State University only had one doctoral program, in English, in 1963. Thus, all our other doctorates have been reviewed and approved by the Ohio Board of Regents, and this additional authority is unneeded so far as we are concerned.

While our opposition to a centralized system of higher education is very strong, there is no question that some of the related issues raised by the Task Force report are complex and challenging. A critical example is Recommendation I, 1: "Develop a statewide plan for . . . higher education . . . which addresses the mission, goals, objectives and expected results for higher education in Ohio . . ." We recognize the value that a collaborative, thoughtful re-evaluation/reconfirmation of institutional missions and goals could have for Ohio. One possible means of accomplishing the essential purposes (re-examining missions and goals; guarding against inappropriate duplication) without creating a permanent, inflexible system would be to conduct a one-time network-wide self-study, mutually conducted by OBOR and all member schools.

Another strategy for cutting costs and for eliminating unproductive duplication might be to take a regional approach. It would make sense for schools within particular regions of the state to meet under OBOR mandate to study these issues, and to propose and institute solutions. Several universities, including BGSU, are already doing this.

The Task Force Report gives Ohio's institutions very high marks for the efficiency and conscientiousness with which they have managed themselves over the year. We think that a logical extension of that point is to place the essential burden for future economizing and streamlining, as well as the burden for eliminating internal duplication, on the Ohio schools themselves. This, coupled with a regional analysis and a one-time state-wide reassessment of mission and goals, should produce all of the desired results outlined in the Report without creating a new and burdensome set of problems for the State.

IV. Centralized Research Programs (re Recommendation II, Priority 2, #12 and 13)

This recommendation is surely one of

the most controversial in the entire Task Force Report. If implemented, it could do great harm to Ohio. Instead of recognition of the innovative, imaginative and fruitful graduate programming and research by almost all our universities — which requires encouragement of local initiative and control subject to existing Board of Regents' review and approval — we find a recommendation to designate Ohio State and Cincinnati as Ohio's "comprehensive research universities," a step which would discourage initiative elsewhere, detract from state economic progress, diminish local board control, and create a "two-tier" faculty throughout Ohio. It would also support the perception that degrees from the two research universities are "worth more" than those from other schools, discourage collaborative efforts of scholars, make it harder to hire national faculty at the "other" universities and deprive many Ohioans of the opportunity for advanced education at the graduate level.

Some have said that such a legislated classification merely recognizes a fact, already reflected in the nationally used Carnegie designations. This is to ignore the clear and evident power of symbolism in all our lives. If you think this doesn't matter, look at New York, Washington, California, Missouri or Minnesota, among others. What has assured a relatively high level of quality for many Ohio universities is the absence of such designations, and the absence of centralization. They aren't needed and we should not have them.

If Bowling Green State University's faculty is forced into a "second-citizen" status by the development of a "research university/all the others" mentality, both of which would, in our view, be consequences of adopting the Task Force Report as it stands, then we will revert from our hard won status as a recognized, nationally important higher education resource to that of a middle-level regional university in short order. This would be a tragedy of unparalleled dimensions in the history of BGSU. There would no longer be the motivation or means of encouragement to develop unique and fecund graduate programs like our photochemistry and applied philosophy doctoral degrees; we would lose our ability to compete for faculty of the level of our three Eminent Scholars, and probably would lose the ones we have; and our ability to raise millions of dollars in private support for such enterprises — a proven ability — would evaporate. Our growing but still vulnerable efforts to compete more successfully for outside research grants and contracts would also be crippled. We might still be a fine undergraduate college, but a university is more than that, and should be, and we have put too much into the struggle to enhance the broader educational opportunities here to let it all pass meekly away.

We do not have aspirations at Bowling Green to become a research university in the accepted meaning of that term expressed in the Carnegie classification system. We do have aspirations to broaden our graduate program in selected areas of excellence at both master's and doctoral levels, provided we can mount quality programs whose graduates find employment or continue to contribute to the advancement of knowledge, and preferably both. We do have aspirations to enhance our abilities

to attract outside funding, to do interesting research which contributes to the state of knowledge in our fields of excellence, and which helps us attract first-rank faculty and students, and we do have aspirations to gain even greater recognition as a place where an environment for excellence is the norm. We have accomplished much in the past decade in these directions, and we will continue to do all in our power to support our development and increase educational opportunities and academic excellence here.

Bowling Green State University grants and contracts processed through restricted accounting totaled \$8.7 million in fiscal year 1991. On the expenditure side, in the annual NSF survey of research and development expenditures which excludes non-science/engineering fields, but is the only reliable source of comparable data, Bowling Green State University reports research and development expenditures of \$1,602,000 in fiscal year 1991. If the regional efforts of BGSU and the University of Toledo are added together, the 1991 total was \$4,599,000. Also, in 1990-91 BGSU graduated 659 individuals with master's degrees and 65 with the Ph.D. The regional totals for BGSU and Toledo together are 1,207 and 122.

These data indicate that a significant and crucial research effort exists in northwest Ohio, an effort which benefits the region and the state, and an effort which indicates a potential which should be encouraged to develop and grow, not be suppressed and stifled.

We hope this official Bowling Green State University reaction to the Managing for the Future Task Force Report helps you to understand our positions on its substance.

Institutions seeking to expand cooperative efforts

Area university presidents gather to announce the formation

The president's of Bowling Green State University, the Medical College of Ohio, Owens Technical College and the University of Toledo announced Tuesday (Oct. 27) the formation of a task force to recommend ways to increase the already substantial cooperation among the institutions.

The 15-member committee, which includes BGSU representatives Dr. Allen White, chair of the Faculty Senate; Dr. Clyde Willis, dean of the College of Health and Human Services and Dr. Louis Katzner, dean of the Graduate College, will develop a plan to further increase the efficiency and effectiveness of meeting the higher education needs of northwest Ohio through collaborative and cooperative programming.

The presidents said the committee will look at existing programs and make recommendations. Nothing will be exempt from review and there might be some programs that will be traded from one institution to another.

Each of the presidents emphasized that cooperation among the institutions has existed for years and that they currently are working together in more than 45 specific programs.

President Olscamp, Daniel Brown of Owens Tech, Dr. Richard Ruppert of MCO and Dr. Frank Horton of the University of Toledo highlighted how cooperative efforts were benefiting the people of northwest Ohio and students.

Olscamp said that "each of the institutions has service to the community as part of its mission and the task force will seek opportunities for further cooperation on a regional basis."

Speaking primarily on how joint

research and library services are impacting northwest Ohio, Olscamp noted that researchers at the four institutions generate about \$35 million annually in federal, private, state and local grants. He noted that the funds are being used to create new knowledge, manufacturing processes and, in some cases, new jobs.

As an example, he cited Bowling Green's Center for Quality, Measurement and Automation in the College of Technology which is assisting companies by helping solve manufacturing problems related to required precise measurements needed in the development of specialized parts. "More to the point, though, is that the Center for Quality, Measurement and Automation was developed in conjunction with the Edison Industrial Systems Center which encourages technology transfer projects," he said.

Bowling Green, MCO, Owens Tech and UT are all involved in the Edison Center.

Olscamp also mentioned joint cancer research efforts being undertaken by scientists at MCO, Bowling Green and Toledo. "Research by Dr. Michael Rodgers, eminent professor of photochemistry at Bowling Green, will result in improvements in tumor phototherapy and better delivery of cancer control drugs. Researchers at MCO and Toledo are involved in projects that will also directly benefit people in other ways," he said.

In the libraries, Olscamp referred to long-standing arrangements where Bowling Green, MCO and Toledo have worked closely to avoid unnecessary duplication of research acquisitions. He also mentioned the Gutenberg Express, a delivery van that makes scheduled book



President Olscamp addresses a news conference announcing the creation of a task force to work at finding more ways for the four area colleges and universities to work together to benefit the people of northwest Ohio. Also attending are Owens Technical College President Daniel Brown (right) and Dr. Richard Ruppert, president of the Medical College of Ohio.

deliveries to each of the three libraries. Also, BGSU, MCO and UT have developed plans to build a joint storage facility to hold low use library collections.

Brown discussed how cooperation among the institutions is benefiting students because of the transfer credit policies that have been adopted. He noted that more Owens Tech students are transferring to Bowling Green and Toledo to gain additional career training or work towards a four-year degree. The

trend results in a better-trained work force which is important to the competitive position of northwest Ohio, he said.

Ruppert said the cooperative efforts among the four institutions in health education and medical research are unmatched in Ohio. "We're prepared to go to the next level of cooperation beyond the health sciences and develop programs in cancer and orthopedics research," he said.

Horton said that economic development of northwest Ohio was the most important issue on the plate. "It's critical to our future because a strong economy is important to a strong educational system. The kind of jobs that will make Ohio competitive will require baccalaureate training," he said.

Some of the cooperative projects involving Bowling Green, the Medical College of Ohio, the University of Toledo and Owens Technical College include:

—Joint programs in nursing and physical therapy where MCO provides clinical and professional training for junior and senior students at BGSU and UT.

—A program, funded through the Ohio Department for Mental Health, that provides training in working with severely emotionally disturbed children to students from BGSU, MCO and UT.

—Cancer research efforts by BGSU, MCO, UT and Case Western Reserve on carcinogenesis and on cancer treatments using phototherapeutic mechanisms.

—BGSU's American Culture Studies program works closely with the UT program by arranging for UT students to seek consultation and advice from Dr. William Grant, director of BG's program.

—Research efforts by Dr. Douglas Neckers in the Center for Photochemical Sciences using laser beams to harden liquid plastic to form exact copies of body organs. The research is being partly funded by the Edison Industrial Systems

Continued on next page

Nominations being taken for University awards

Faculty are reminded that if they wish to nominate a colleague for Distinguished University Professor, Distinguished Research/Creative Professor, Distinguished Teaching Professor or for the Olscamp Research Award, nominations for the current year's selection must be submitted by Dec. 11. Nominations received after that date will be held for the next year.

Nominations for the distinguished professorships are to be made to the vice president for academic affairs and must carry the endorsement of the nominee's department/school. Nomination materials should include a letter of endorsement detailing the accomplishments that form the basis for the nomination and a current curriculum vita. Nominations for Distinguished Research/Artist Professor and

Distinguished University Professor must also include the names of eight to 10 external scholars of national and international reputation who may be contacted to comment on the nominee's accomplishments in his or her field. Nominations for Distinguished Teaching Professor must include letters of reference from internal colleagues, former students and/or current students. Additional application information is contained in the Academic Charter.

The Olscamp Research Award recognizes outstanding research achievement in the past three years. Nominations for the award are to be submitted to the dean of the Graduate College. Additional application information may be obtained by contacting the Graduate College.

PRESIDENTS

From the front

Center and has resulted in an academic/business partnership with BG, MCO and Spectra Group, a private company that will market the technology.

—The Canadian Trade Institute resulting from BGSU leadership and involving UT, the Toledo-Lucas County Port Authority and the Toledo Area Chamber of Commerce. The institute is identifying ways of promoting Canadian direct investment in Ohio.

—Workshops, conducted by BG and

UT, for teachers in the public schools who supervise student teachers.

—The Northwest Ohio Regional Teacher Training Center, directed by BG and UT, to provide professional development opportunities for teachers.

—General education courses taught at the Ford Motor Co. through cooperative arrangements by BG, UT, Owens Tech, Lourdes College and Heidelberg College.

—Inter-university loan of theatrical properties and costumes by the theatre departments at BGSU and UT.

MUEGO

From the front

payment is implemented, each member of the class-action suit could receive roughly \$10,000-\$20,000.

According to Muego, Marcos still has a following of loyal supporters that may not be pleased with the verdict.

"I am a little apprehensive about it because Marcos has some supporters who don't take too kindly to his memory being 'sullied' in forums such as the district court. Hopefully, by the time I go to the Philippines in a year or two it will have blown over. The next time I go I will

be looking behind me and making sure that I take the necessary precautions," he said.

"As a scholar, I have to view things as objectively as I can, and some of my writings speak positively of the Marcos years; I have never bashed Marcos for the heck of it."

Muego currently is writing a book entitled *Men in Khaki: The Philippine Armed Forces in Transition*, that he hopes to complete before the end of 1993. — Mark Hunter

AIDS

From the front

health-related fields, physical therapy personnel and food service areas. Workshops have been conducted for these areas and a lot of plastic gloves have been handed out, including to police and custodians. In fact, Kaplan said it is a good idea for every office to have some plastic gloves available because unexpected accidents could happen.

He said face guards also are provided to health care workers on campus. If stricter laws are imposed, the University might have to eventually provide protective clothing and arrange for on-campus cleaning of the garments.

Topics that will be discussed at the training sessions include: tasks that have occupational exposure potentials; written guidelines on employee handling of body fluids; how airborne pathogens are transmitted; work practices that limit exposure; types of protective equipment and when it is needed; emergency procedures and how to report exposure incidents; and perspectives on occupational and nonoccupational risks of

acquiring AIDS.

There also will be a question and answer period.

In discussing nonoccupational risks, Kaplan said he emphasizes that AIDS is no longer a "gay disease."

"This disease doesn't care if you're gay or straight. In the U.S., the epidemic just happened to start in the gay community, but actually in other places in the world, it has affected more heterosexuals than gays," he said. "It is spreading very quickly now through the heterosexual population in the U.S. which means all people should be taking measures to protect themselves."

He said many people do not want to hear about AIDS because they don't want to apply it to their own lives. "They dismiss the information because they don't want to give up their sex lives," he said. "You don't have to give it up, but you can learn to make adjustments in order to make it safe sex."

Persons interested in attending the session should contact Laura Gazarek at 372-8421.

Applications being taken for Chinese exchange

The deadline for the Xi'an Foreign Languages-BGSU teaching exchange program is fast approaching.

Applications for the annual exchange program with XFLU for the 1993-94 academic year should be submitted by Friday (Nov. 6). A formal application for the exchange requires only a brief letter and vita which should be sent to the coordinator of the program, Dr. Lester E. Barber, president's office. General expressions of interest and questions also are welcome. For more information, contact Barber at 372-2214.

Ordinarily the exchange requires a commitment for a full academic year. Under special circumstances, however,

one of the two or three positions available each year may be filled with a one-semester appointment. The one-semester arrangement is intended for tenured and probationary faculty candidates.

All teachers who have a generalist concern for American thought and culture could be appropriate candidates for the exchange. Most exchange arrangements have been with XFLU's English department. However, placement may be possible in the school's tourism department.

Potential faculty candidates who are eligible for faculty improvement leaves may wish to coordinate their applications.

Conference will focus on women's issues

Issues of particular concern to women will be examined during "Quilting a Community," a daylong conference on Saturday (Nov. 7), at the Toledo Hilton, 3100 Glendale Ave.

Workshop sessions will cover goal setting, women's spirituality, managing multiple roles, gender inequality, breaking out of the glass box and sexual harassment.

A luncheon panel featuring area politicians will discuss how women can bring about change by becoming more active in politics. Panelists include Marcy Kaptur, U.S. Representative, 9th District; Betty D. Montgomery, Ohio State Senator, 2nd District; Sandy Isenberg, Lucas County Commissioner; Linda

Furney, Ohio State Senator, 11th District; and Joyce Ann Woods, candidate for Lucas County Court of Common Pleas, General Division. Ann Marie Heldt of the University of Toledo will be the moderator.

In addition, Geraldine Dover, president and director of Battered Women as Survivors Inc., will tell her story of abuse and harassment which has aired on talk shows across the nation.

The \$45 conference fee includes lunch. Group and student discounts are available. For more information or to register, contact the Office of Continuing Education, International and Summer Programs at 372-8181.

Stress management training is being offered

Stress management training is being offered by the Behavioral Medicine Treatment and Research Group which is affiliated with the University's Psychological Services Center.

Participants will learn stress management techniques in the following areas: self-monitoring of stress reactions; relaxation; self-statement modification; problem solving; and instrumental behavior change (such as assertiveness training and time management). Individual assessments will be conducted before and after the intervention in order

to evaluate the effects of stress on cognitive, behavioral and cardiovascular functioning. Since this is part of an ongoing research project, the groups are being offered free of charge.

The stress management groups will meet at the Psychology Building on a weekly basis for six weeks. A morning group will meet from 7:30-8:50 a.m. Tuesdays and a lunchtime group will meet from noon to 1:20 p.m. on Tuesdays. An evening group will be scheduled if there is sufficient interest. Some groups will begin Nov. 10 and others will begin in January.

To reserve a slot in one of the groups, or for more information, contact the Psychological Services Center at 372-2540 or Dr. William O'Brien at 372-2974.

Professional funds available to staff

The Administrative Staff Council has grant funds available for professional growth of full-time administrative staff members who have been at BGSU for three years or longer. Administrative staff may apply for funds to help defray the costs of institutes, seminars or workshops which allow the member to gain a system-wide view of the institution and/or to develop an interest in his or her field which enhances the department and which, under normal circumstances would not be paid for by the department or University sources.

Anyone interested in applying for the grant should contact Pat Green at 372-6008 for an application and additional information.

Computer seminars set

Computer services is offering introductory seminars in the use of the Vax 6610 (Opie) using VMS and the Vax 8650 (Andy) using UNIX. The UNIX seminar will be held from 9-11 a.m. Nov. 12 and the VMS seminar will be held from 1:30-3:30 p.m. Nov. 13.

The seminars are open to faculty, staff or graduate students. To register, or for more information, contact the secretary in 241 Math Science Building or call 372-2102.

FUTURE

From page 3

expected results for the higher education system.

—Review and refocus college and university missions to fit the mission, goals and objectives of the state higher education system.

—Require regional collaboration where appropriate in graduate and professional education.

—Support the plan of the state's seven medical colleges, to build both a regionalized system of health care and statewide collaboration in areas such as educational technology and biomedical research.

—Communicate state higher education funding goals, priorities and policies to college and university trustees and presidents, and work closely with them to achieve the goals and carry out the policies.

II. Structure the higher education system to address six statewide priorities.

1. Meet the diverse needs of students and optimize their achievement.

2. Assure excellence in academic programming, which suggests focusing research funding to centers of excellence both at the state's comprehensive research universities, Ohio State and Cincinnati, and to selected programs at other universities.

3. Increase productivity and reduce costs.

4. Ensure accountability.

5. Strengthen leadership and management effectiveness.

6. Secure resources to make higher education affordable.

III. Strengthen the higher education system leadership role of the Ohio Board of Regents while retaining college and university responsibility for campus policies and operations.

The task force says in its report that an affordable system design will require that the Ohio Board of Regents become responsible for: setting statewide goals and objectives for higher education; guiding the development of institutional missions to ensure the most effective deployment of resources; eliminating unnecessary program duplication; establishing statewide funding priorities; providing a framework for the debate of higher education policy issues; and assuring that students are receiving the highest quality services possible.

The task force recommends that the Ohio General Assembly authorize the regents to carry out the responsibilities which are not currently part of its charter, and to coordinate the delivery of all adult postsecondary programs.

Upon receiving the report, Voinovich said he was in favor of linking state colleges and universities to operate as a system and in strengthening the leader-

ship role of the regents.

"What we're trying to do during this two-year period, actually we're being forced into it, is to... figure out what our priorities should be in the state of Ohio; to convince the citizens we are working harder and smarter; that we are doing more with less; that we're going to get rid of some of the stuff that we'd like to do but quite frankly can no longer afford to do, and focus on those things that are really going to make a difference to the future of our state," Voinovich said.

Linda Ogden, communications administrator for the Ohio Board of Regents, said public hearings on the report are being held throughout the state. Each institution also was asked to present a formal response. All feedback will be assimilated and considered for an implementation plan that the regents will discuss at their Dec. 18 meeting.

"Many people are asking, 'Is this a done deal?' Absolutely not," Ogden said. "The board is struggling with the issues being raised and looking for the best approach that provides quality and efficient access to higher education in Ohio. It's no easy challenge."

Copies of the full task force report are available on request from Vice Chancellor William J. Napier, External Affairs, Ohio Board of Regents, 30 E. Broad St. (36th Floor), Columbus, Oh., 43266-0417. A copy also is available for view at the Faculty Senate office in McFall Center.

Q & A ABOUT COLLECTIVE BARGAINING

A variety of questions has been raised about collective bargaining and its potential effects. The Bowling Green State University Faculty Association has asked the *Monitor* to publish the answers to some of the questions posed by faculty.

Question: Ohio's collective bargaining law says that heads of departments at public universities are supervisors. This seems to mean that a faculty union can't bargain for chairs and directors, and that they can't vote in a collective bargaining election. Is this fair? If chairs aren't members of the unit, will collective bargaining mean that chairs will stop being advocates for the faculty? Will they become advocates for management instead?

Answer: It is true that Ohio's collective bargaining law says that department heads are supervisors, but there are ways that chairs and directors can become part of a faculty bargaining unit. For example, the administration can simply agree to a definition of the unit that includes chairs and directors. If both the administration and BGSU-FA were to agree that chairs at BGSU aren't like the "heads" described in the law, the State Employee Relations Board (SERB) would surely allow them to be part of the unit.

BGSU-FA would welcome chairs and directors as part of the faculty unit at BGSU, and we are grateful for the support of many current chairs and directors. However, when we asked the administration to have chairs and directors included, we were told rather firmly that it would not be acceptable. This doesn't seem fair, so we would support a request by chairs that the administration allow them to become part of a faculty bargaining unit. If chairs are not allowed to be members of the unit, SERB won't let them vote, and BGSU-FA won't be able to bargain for them.

It may also be possible to bargain collectively for a contract that makes chairs and directors part of a faculty unit. It appears to us that the administration has taken steps over the past few years to redefine the traditional role of chairs at BGSU so as to make them more like "heads" than in the past. We believe this trend will continue without collective bargaining and we would like to bargain to reverse it.

Chairs and directors at BGSU now have dual roles — as advocates both for faculty and for central administration. These roles are sometimes incompatible or conflicting. Whether chairs are part of the unit (as they are at the University of Cincinnati) or whether they are excluded (as they are at Kent State University), it is likely they will continue under collective bargaining to exercise their academic freedom to advocate points of view in support of either faculty or administration. In either case, their roles and responsibilities will be less ambiguous and their jobs will be less conflict-ridden.

Faculty Research Committee holds workshop

Applications for Faculty Research Committee Basic and Major grants are due in the research services office by 5 p.m. Dec. 1.

The office and members of the FRC are offering a workshop about the FRC Basic and Major grant programs Nov. 16 and 17. The workshop is designed to provide an overview of these annual grant programs, describe application procedures and content, and offer interested faculty the opportunity to talk

with members of the FRC about what they look for in evaluating applications.

The workshop will be from 2-4 p.m. Nov. 16 in the faculty lounge on the second floor of the University Union with a repeat session on Nov. 17 at the same time in 150A conference room of Jerome Library. Drop-ins are welcome, however persons planning to attend are asked to call 372-2481.

Training program set

Personnel services has developed a training program for new and experienced faculty administrators, directors and managers. The objective of the training program is to provide a general overview of the University's major personnel policies.

The free session is scheduled for Nov. 12 from 8:30 a.m.-12:30 p.m. in the personnel training/conference center, Room 1, College Park Office Building. To register, contact Laura Gazarek at 372-8421.

FACULTY/STAFF POSITIONS

The following faculty positions are available:

Accounting/MIS: Instructor (two positions, full-time/terminal, anticipated). Deadline: March 1. Also, assistant/associate professor (two positions, full-time/probationary, anticipated). Deadline: Jan. 1. For all positions, contact Park Leathers (2-2767). Deadline: March 1.
Library: Head librarian (two positions, Curriculum Resource Center and Popular Culture Library). Contact the Search Committee, Jerome Library Dean's Office (2-2856). Deadline: Jan. 30. (Review of applications will begin in February and will continue until filled.)
Musical Arts: Dean. Contact Norma Sticker (2-2915). Deadline: Dec. 2.
Applied Human Ecology: Instructor/assistant professor. Contact Elsa McMullen (2-2026). Deadline: Nov. 13.

DATEBOOK

Monday, Nov. 2

UCS Fall Seminar, "Microsoft Word I (MAC)," 9-11 a.m., 248B Technology, hands on. For reservations call 372-2102.
International Film Series, "Moscow Does Not Believe in Tears" (USSR, 1980), 8 p.m., Gish Film Theater.

Mostly MIDI Series, opens with a concert by composer/performer Tod Machover, director of MIT's Experimental Media Laboratory, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Admission is free with a canned food donation for the homeless.

Exhibit, Chinese Folk Art on display at Grounds for Thought, 174 S. Main St. through Nov. 15. Paintings are available for contributions of \$100 or more; money will be used to bring the artists to northwest Ohio next summer. Sponsored by the College of Education and Allied Professions with the cooperation of the School of Art, BGSU Foundation and community residents.

Exhibit, Rose Marie P. Strippoli will be showing her first one-person show of enamels and watercolors, Firelands Gallery. On display through Dec. 1.

Tuesday, Nov. 3

UCS Fall Seminar, "Intro to Windows (IBM)," 9-11 a.m., Williams Hall computer lab, hands on. For reservations call 372-2102.

People for Racial Justice Meeting, 10-11:30 a.m., Taft Room, Union.

Faculty Senate, 2:30 p.m., Assembly Room, McFall Center.

Concert, BGSU Fall Wind Ensemble, directed by Mark S. Kelly, 7 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

International Film Series, "Moscow Does Not Believe in Tears" (USSR, 1980), 8 p.m., Gish Film Theater. Free.

Planetarium Show, "New Worlds?" Columbus and the Great Explorers from the Stone Age to the Space Age, 8 p.m., \$1 donation suggested.

Wednesday, Nov. 4

Registration Deadline for "Quilting a Community," workshop focusing on issues of concern to women. Nov. 7, Toledo Hilton, \$45 conference fee, group and student discounts available. For more information or to register, call 372-8181.

Midweek Prayer, ecumenical event, sponsored by United Campus Ministries, noon-12:30 p.m., Capital Room, Union. All welcome.

Open Forum, with President Olscamp, noon-1 p.m., Chart Room, McFall Center.

Fluency Support Group, offered by BGSU Speech and Hearing Clinic for adolescents and adults who stutter or who have other types of fluency disorders, 5:30-6:20 p.m., 204 South Hall. Free. If interested in attending, or would like more information, call 372-2515.

Film, "Mississippi Masala," 8 p.m., Gish Film Theater. Admission is \$1.50.

Faculty Scholar Series, in conjunction with the Faculty Artist Series, features three lectures by faculty members of the music education and music composition/history departments, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

Thursday, Nov. 5

Administrative Staff Council Meeting, 1:30 p.m., Alumni Room, Union.

"Legacies of 1492 in Red, White and Black" Lecture Series, "The Columbian Exchange and the Establishment of Europe in the Americas," presented by Alfred W. Crosby, University of Texas, sponsored by the University's Department of History, 7 p.m., Wood County Public Library. Free and open to the public.

Theatre Production, "The Lion in Winter," 8 p.m., Eva Marie Saint Theatre, University Hall. Tickets are \$6 for adults and \$4 for students and senior citizens, advance tickets

are on sale at the box office, 372-2719.
Firelands Musical Production, Ben Bagley's "The Decline and Fall of the Entire World as Seen Through the Eyes of Cole Porter," 8 p.m., James H. McBride Auditorium.
Lenhart Classic American Film Series, "The Band Wagon," 9 p.m., Gish Film Theater. Free.

Friday, Nov. 6

UCS Fall Seminar, "Microsoft Word II (MAC)," 9-11 a.m., 248B Technology, hands on. For reservations call 372-2102.

Economics Colloquium Series, "Search Duration, Accepted Wages and Selection Bias," by Dr. John B. Engberg, Carnegie Mellon University, 3 p.m., 4000 Business Administration Building.

Planetarium Show, "New Worlds?" Columbus and the Great Explorers from the Stone Age to the Space Age, 8 p.m., \$1 donation suggested.

Theatre Production, "The Lion in Winter," 8 p.m., Eva Marie Saint Theatre, University Hall. Tickets are \$6 for adults and \$4 for students and senior citizens, advance tickets are on sale at the box office, 372-2719.

Firelands Musical Production, Ben Bagley's "The Decline and Fall of the Entire World as Seen Through the Eyes of Cole Porter," 8 p.m., James H. McBride Auditorium.

Saturday, Nov. 7

Conference, "Quilting a Community," focusing on issues of concern to women, 8:30 a.m.-4:00 p.m., Toledo Hilton, 3100 Glendale Ave. Sponsored by Continuing Education and Internal and Summer Programs. The conference fee is \$45, group and student discounts are available, registration deadline is Nov. 4, call 372-8181.

Dinner and Theatre, enjoy dinner and director's discussion before the theatre production, "The Lion in Winter." Dinner begins at 6 p.m., University Union, show time 8 p.m., Eva Marie Saint Theatre. For reservations call 372-8181.

Theatre Production, "The Lion in Winter," 8 p.m., Eva Marie Saint Theatre, University Hall. Tickets are \$6 for adults and \$4 for students and senior citizens, advance tickets are on sale at the box office, 372-2719.

Firelands Musical Production, Ben Bagley's "The Decline and Fall of the Entire World as Seen Through the Eyes of Cole Porter," 8 p.m., James H. McBride Auditorium.

Sunday, Nov. 8

Theatre Production, "The Lion in Winter," 2 p.m., Eva Marie Saint Theatre, University Hall. Tickets are \$6 for adults and \$4 for students and senior citizens, advance tickets are on sale at the box office, 372-2719.

Faculty Artist Series, featuring John Bentley, oboe/English horn and Valerie Kantorski, harpsichord/piano, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

Planetarium Show, "New Worlds?" Columbus and the Great Explorers from the Stone Age to the Space Age, 7:30 p.m., \$1 donation suggested.

Holiday to be observed

Veterans Day will be observed on Wednesday, Nov. 11. This is a holiday for University staff, however, classes will be in session.

Turn in fee waivers

All University staff members are reminded to complete and submit employee and dependent waivers for spring 1993 to the personnel office.

MONITOR

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BOWLING GREEN STATE UNIVERSITY

Nov. 9, 1992

Personnel office offers services to laid off employees

Of the 33 people who were laid off from the University due to budget cuts, 16 have been offered permanent or temporary positions on campus, according to John Moore, executive director of personnel services.

Layoff notices were given to 30 classified staff and three administrative staff in July as part of the University's efforts to cut \$6.18 million from the educational budget. At the same time two other administrative staff members' contracts were reduced from 12 to nine months.

"Laying off people is one of the hardest things this office has had to do," Moore said. "But we've tried to offer some services to help these people and whenever an administrative or classified job opens here, this group is considered first. We've changed some policies and procedures in order to make sure these people are thought of first."

Moore said two of the people who received layoff notices were offered different permanent positions at the University, with one of the persons accepting the new job and the other declining because she had obtained outside employment.

Ten employees were rehired at the University under recall rights. As jobs opened on campus due to retirements or people leaving on their own initiative, these employees were offered the jobs that were similar to the classifications they had at the time they were laid off.

One employee was rehired in a new classification under internal bidding rights. All of the employees who were laid off are made aware of positions that open at the University through listings in the *Monitor* and have the opportunity to bid on the jobs.

Moore said three employees have declined offers of recall positions and five employees currently have been rehired in temporary assignments. He said he expects two custodial workers to be called back to the physical plant this week into different locations than the ones they had before the layoffs.

He said he is aware of four former employees who have found jobs outside of the campus.

"It's never pleasant dealing with layoffs, but we think we've got a fairly good record of getting people back into the system," Moore said. "There are approximately 10 people we haven't been able to help yet but as other staff members retire, we may have the opportunity to get some of these people back."

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WBGU-TV Chief Engineer Bill Leutz (right) displays a section of the damaged transmission line to Ron Gargasz, the station's program manager.

Times may be tough but WBGU-TV finds its viewers are still supportive

Thanks to strong grassroots response, a Department of Commerce grant and a generous contribution from MidAm Inc., WBGU-TV has attained funds necessary to replace a faulty, and expensive, transmission line.

Due to decreased funding from the University and state sources, the television station in August was conducting its first on-air pledge campaign in 10 years. Its goal: to raise \$20,000. Suddenly, WBGU was confronted with a \$100,000 expense: a new, 950-foot transmission line.

The old transmission line, which carried the visual and audio signals to the antenna tower, had become the victim of "arcing." This phenomenon created an electrical bridge between components that resulted in burnt debris being scattered throughout the transmission line as well as a weakened or non-existent picture for viewers.

The station began asking members and viewers for "\$10 for the Transmitter" and received overwhelming support, with nearly 25 percent of WBGU-TV members contributing. Patricia Koehler, director of development at the station, said that in the world of fundraising, that is an excellent response percentage.

"A typical campaign is generally far less successful than this," Koehler said. To date, nearly 3,000 members and viewers have contributed \$46,570. In addition, the station's August request for \$20,000 has been met.

"It is just not typical to get this kind of response and I think it shows that people really care about the station," Tim Smith, director of public relations for WBGU-TV, said. "We even had a sixth-grade class send in a letter; they took up a collection in class and sent us a contribution."

"We had a lot of contributors who had written notes on their envelopes saying things like, 'Wish it could be more,'" Smith said. "It was very gratifying."

The station also received a grant from the Public Telecommunications Facilities Program of the Department of Commerce for \$49,700.

The check that put the station over the top in its effort to raise \$100,000 came from three MidAm, Inc. banks. The \$10,000 contribution came from Mid American National Bank and Trust Company, Bowling Green; First National Bank Northwest Ohio, Bryan; and Americom Bank, Lima.

"The contribution from MidAm, Inc. highlights the corporation's commitment to helping to provide Northwest and West Central Ohioans with quality television programming and educational services from WBGU," Patrick Fitzgerald, general manager of WBGU-TV, said.

The television station has placed an order for the new transmission line with Dielectric Communications in Raymond, Maine. The line, which can handle 50,000 watts of power, is expected to be manufactured and installed before the end of the year. — Mark Hunter

Senate approves resolutions on task force, summer pay

Concerned about its implications on higher education in Ohio, the Faculty Senate passed a resolution at its Nov. 3 meeting on the Managing for the Future Task Force Report.

The report suggests ways Ohio's state colleges and universities could deliver more services more effectively and more efficiently. However since the report's release in July, scholars have hotly debated the longterm effects of the task force's recommendations. A series of hearings is being held throughout the state by the Ohio Board of Regents to obtain more feedback on the issue.

The senate's resolution calls for the task force to heed the suggestions of the faculty, staff, students and administrators representing Ohio's institutions before finalizing their recommendations to administrative and legislative bodies for implementation.

Dr. Philip Mason, vice president for University relations, gave a summary of the task force's recommendations at the meeting and explained how the University planned to respond at the Nov. 5 hearing being held at the University of Toledo.

"In sum, the report has some good things that should be considered," Mason said. "But then it also has some very bad things that could hurt the future of BGSU."

Mason said approximately a dozen faculty, staff and student representatives would be attending the hearing and presenting resolutions. The representatives had carefully examined the report and each speaker planned to address an area of concern.

Mason said President Olscamp has responded to the report by writing a letter to the regents indicating the University's three major areas of concern: ambiguity in the recommendations; classification of the task force recommendations; and the proposal of a centralized system of higher education.

Dr. Jeff Welsh, history at Firelands College, also addressed the senate to discuss the campus' concern with the report which calls for some branch campuses to be consolidated. "Firelands is a college of this University, but by definition, we also are a regional branch campus," he said. He called upon the main campus administrators to take a firmer stance in advocating that Firelands College remain a college of BGSU.

"The president has no intention of standing by and watching this happen to Firelands College," Mason said. "We don't want to see Firelands separated

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